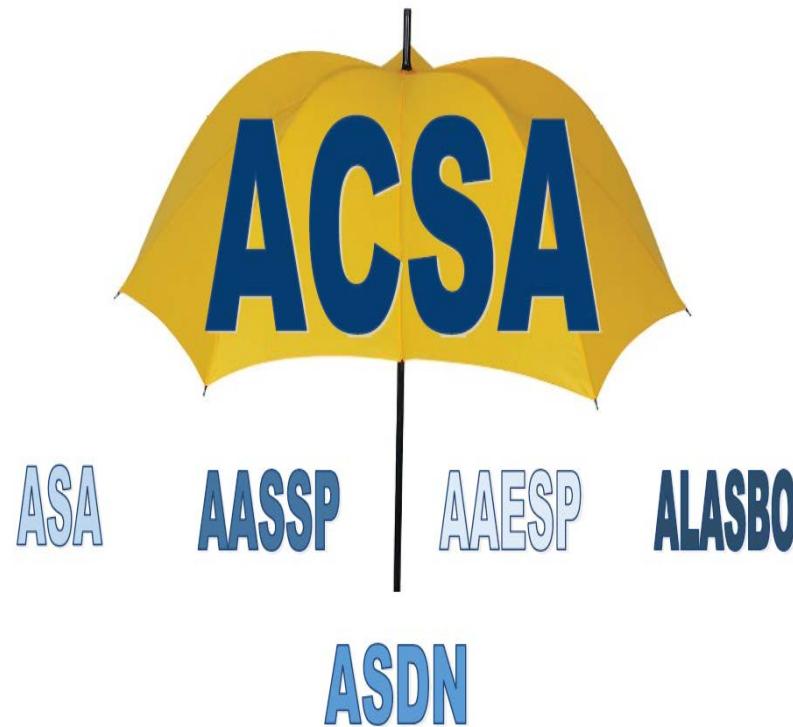




House Finance Education Subcommittee

Presented by:
Dr. Lisa Skiles Parady

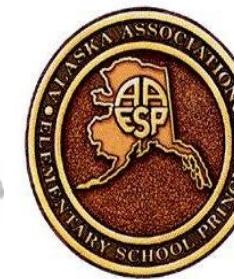
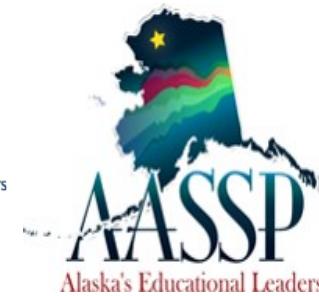
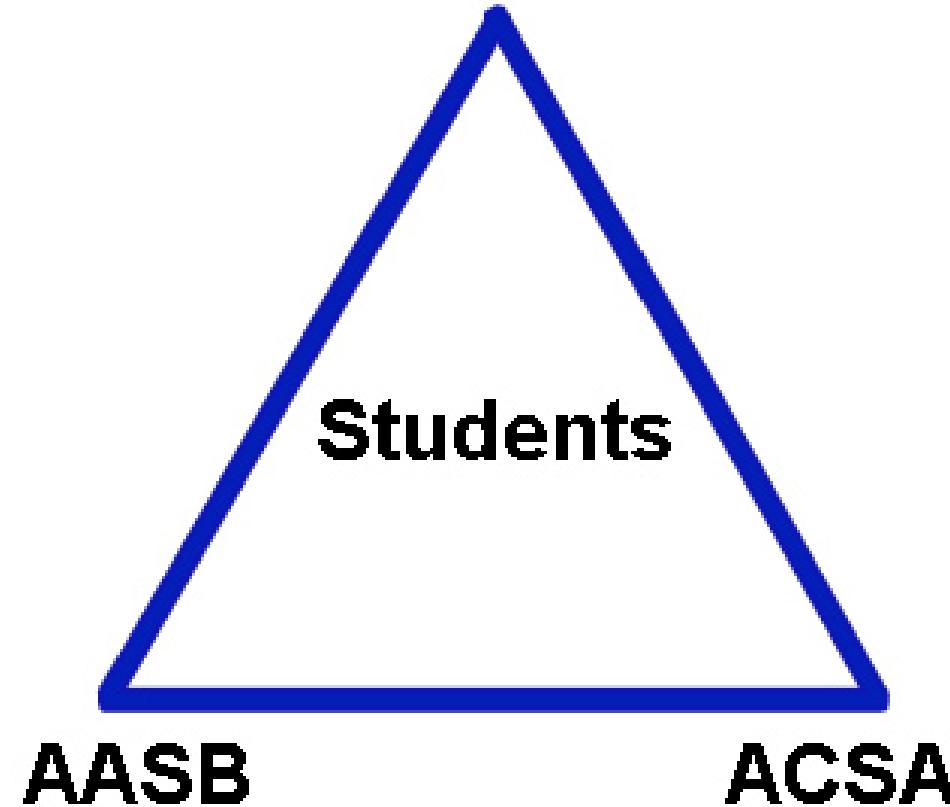
*Leadership, Unity & Advocacy for
Public Education*



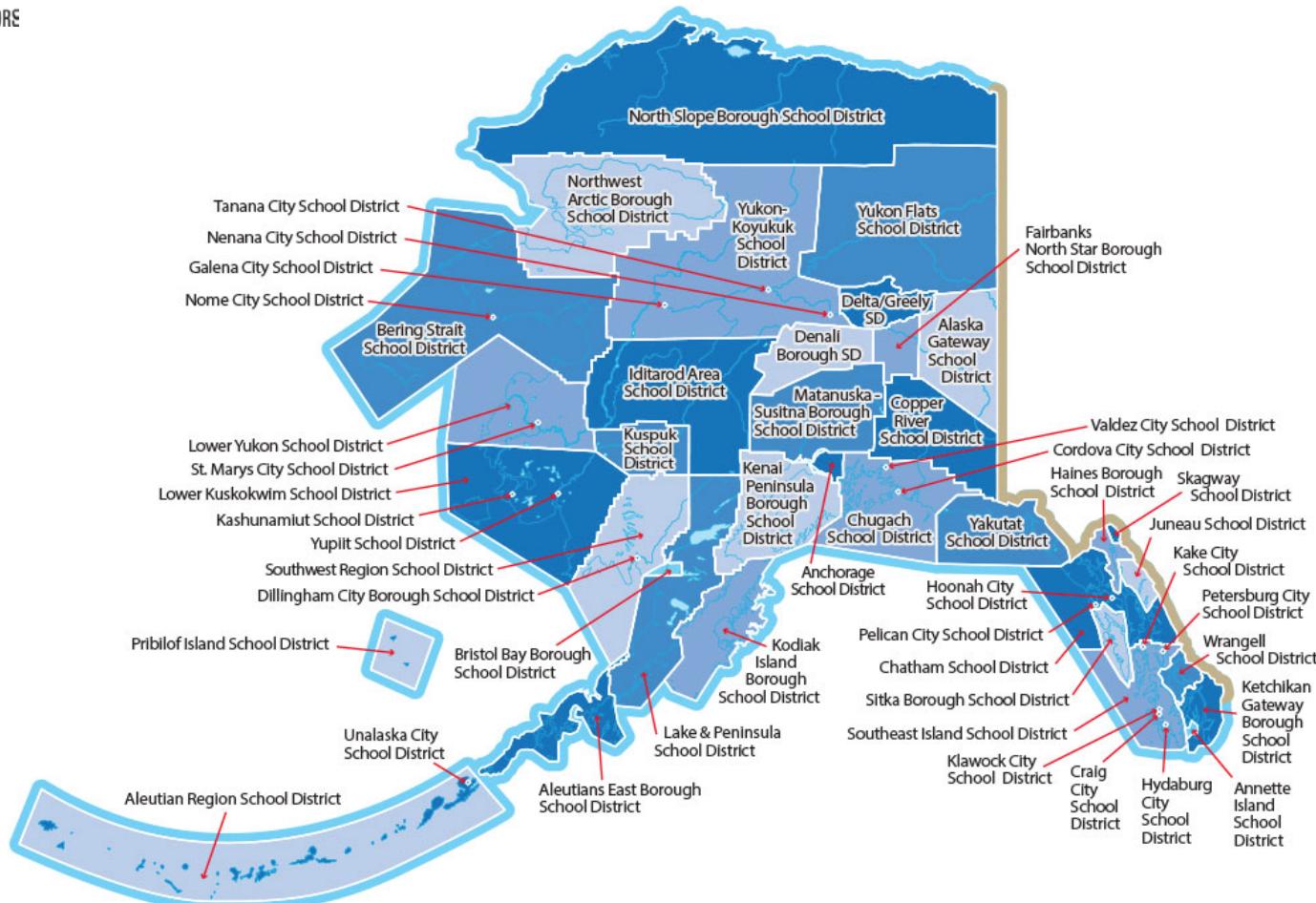
The Alaska Council of School Administrators (ACSA) serves as the umbrella for four of Alaska's premier educational leadership organizations and ASDN:

- **Alaska Superintendents Association (ASA)**
- **Alaska Association of Secondary School Principals (AASSP)**
- **Alaska Association of Elementary School Principals (AAESP)**
- **Alaska Association of School Business Officials (ALASBO)**
- **Alaska Staff Development Network (ASDN)**

Teachers NEA-A



One State – Alaska's Students!



Overall Legislative Picture





2017 Joint Position Statements (JPS)

- Voted on by all ACSA affiliates and members
- Find the 2017 JPS online at:

www.alaskaacs.org/wp-content/uploads/JPS-State-Issues-2017.pdf

Recent Survey of Districts

- Amongst other questions, we asked:
 1. “Please provide examples of how your district partners with other districts to **share resources, staff, instructional materials, instructional programs, services, professional development, and/or other innovations to increase district capacity to serve students.**”
 2. **Innovations (current/in progress/proposed)**
 3. **Opportunities**

Shared Resources

- **Alaska Staff Development Network (ASDN)**
 - <http://www.asdn.org/wp-content/uploads/ASDN-Spring-2017-WEB.pdf>
 - AkPLN – Alaska Professional Learning Network
- **Anchorage School District** website shares curriculum and other resources with teachers from other districts
 - ASDA each summer is open to all teachers statewide
 - Academic plans and curricular supports
- **Professional Development**
 - **RTI/ Conference, Alaska State Literacy Assoc, AK Math Consortium, ASTE are all examples of ASD working across the state to further PD for educators**
 - Collaborating on “gifted” programs (ASD, Mat-Su, Fairbanks)
 - ASDSA open to all teachers across the state, as are several other courses offered by ASD
 - HPE coordinator shares developed resources, curriculum supports, academic plans, Danielson for HPE, PD syllabi and lessons with many districts

Shared Resources

- Operations shared through cooperatives by smaller districts (KPBSD)
- KPBSD partners with Bristol Bay and Cordova in sharing distance classes and are working on expanded instructional partnerships.
- Kodiak – AK TEACH with Kuspuk, Mt. Edgecumbe
- Petersburg - Facilitating shared resources between rural districts.
- **Southeast Island and Hydaburg City share one superintendent**
SISD and HCSD share admin services. Same with professional dev. And in-service etc. saves HCSD money but a tough burden on SISD. Statute allows DEED to provide 100k to support such attempts to combine services. **We are a model for what could be but will soon die a horrible death as SISD cannot afford to subsidize another district as money continues to tighten. HCSD will then drift back as small single site districts are hard pressed to fund everything.**

Shared Resources

- YKSD partners with Galena, Yukon Flats, UAF, UAS.
- YKSD Raven School provides services to our River Students. Our Raven teachers provide distance education courses to hundreds of students statewide and will be increasing its reach with courses, especially to at risk students.
- **LKSD partners with Kodiak Island School District with distance delivered courses AKTEACH**
- LKSD partners with the Kuspuk School District with the EXCEL program
- LKSD partners with districts in their region with native language materials development

Shared Resources

- **ALASBO - Cooperative purchasing** - for several decades, Alaskan districts have been involved with US Communities, KCDA, TCPN (now National IPA) and other purchasing cooperatives to try to get the best pricing on supplies and services. The main problem has been shipping costs to Alaska, which is often not considered in the nationwide negotiations these cooperatives handle. ALASBO has an promotional agreement with US Communities (which was co-founded by ASBO Intl), though we are not too aggressive about it, since we appreciate the participation of these other cooperatives in our events. Depending on the district location and the items needed, one or another cooperative may be most beneficial **Recently, SERRC has been working with National IPA to develop cooperative purchasing for Alaskan districts that better accounts for shipping issues.** Overall, use of cooperatives has definitely increased over the past two decades.

Shared Resources

- ALASBO - Insurance pools - APEI and AMLJIA were formed in the 80's because it was becoming impossible for rural districts to get insurance quotes (property, liability, Workman's comp). Now they cover most of the cities, boroughs and school districts in the state, with the exception of a few large entities that can get insurance elsewhere. Their programs **support risk management in our schools, which includes training, cost effective safety programs and efforts to minimize loss through effective operations.**

Shared Resources

- **LPSD has provided skilled services in Federal programs, general ledger, internal control and audit support, and technology/IT management.**
- BBBSD, received a finding free audit and clean federal programs in FY2016 as a result of 2 years of support. BBBSD was able to eliminate a contract with SERRC for IT support which transitioned from an on site person working with SERRC to LPSD staff providing on site support.
- The ability of small districts like BBBSD to hire skilled professionals in these areas is limited, it also allows LPSD to retain skilled professionals we could not afford otherwise.
- LPSD also collaborate on Career and Technical Ed (CTE) programs with BBBSD, Dillingham and Southwest Region.
- **BBBSD partners with Lake and Penn, Dillingham and Southwest Region to implement a regional Career and Technical Education (CTE).** BBBSD also works closely with LPSD to share: in-services, a tech director, a SPED director, cooperative specialized training (Hold Harmless, AIMSweb, etc), joint athletic/academic events for students, recruiting efforts, business office management, etc

Shared Resources

- Fairbanks shares everything we can (especially in the curriculum and professional development arena) with anybody who asks/needs help.
- Mat-Su is sharing professional development opportunities with Anchorage School District.
- **Chugach - Collaborating with districts throughout Alaska to meet the needs of all students/Residential School Network with 12 Districts – Northwest Arctic, Yupiit, Iditarod, Kenai Peninsula, Bering Strait, Bristol Bay, Kodiak Island, Yukon-Koyukuk, Copper River, Cordova, Lower Kuskokwim, Lake & Peninsula**
- Alaska Gateway - We DO share with our neighbor districts (YKSD, Yupiit, CRSD, Delta) and would like to do this more....in particular for Special Services such as Speech, OT, and PT
- Mt. Edgecumbe - works with AKTEACH to provide online curriculum for the Chinese class
- Wrangell Public Schools - Digital content delivery in partnership with Kodiak. Partnering with Pelican Bay on robotics opportunities for students. Sharing PD opportunities with adjacent districts.

Shared Resources

- **Nome - partners with BSSD to provide career exploration and job training skills with NACTEC.** However, to run this facility it is mostly funds from outside donors and through the Labor Department, which are being reduced every year. Education money should be reallocated for programs such as this.
- Nenana City School District worked this year with DBSD to coordinate itinerant specialists (Speech, Psychologists, etc.). We are doing some collaborative in-service days with DBSD and plan to coordinate calendars next year. Since Nenana & DBSD's have collaborated music performances and traveled together to music regionals and state to save transportation and supervisory costs. We are willing to train DBSD elementary teachers (or any other district's for that matter) in Project Lead The Way Launch, then share our kits with them. We have established a relationship with Polaris K-12 School (Anchorage) and the University of Anchorage. They are teaching us about Digication, electronic student portfolios, and we are sharing project-based and personalized learning math techniques with them. We are also helping them with STEM. The principals have connected and will be planning other things as well.

Shared Resources

- St Mary's is a single site district in remote bush Alaska, we try to work with surrounding districts to share what is working in our district but the reality is we partner with our community and parents and that has proven to be the most valuable solution for our district
- Yupiit - We have four strong partnerships: KIBSD and Trillium experiential learning & AK Teach; **LKSD and the Gomez & Gomez Dual Language model**; Chugach School District and the Phase projects; Alaska Gateway and the Classbright educator evaluation system
- Kuspuk shares the Family Grant with Chugach, LYSD, & Lake and Pen 2) the CRESEL grant with several other district 3)KSD partners with Kodiak in order to provide distance learning opportunities to students utilizing AKTeach. Many courses are offered in order to provide more and varied elective classes as well as upper-level/advanced courses that are not available in the schools.

Shared Resources

- Pelican - Sharing teacher and specialist expertise across district lines
- Pribilof - At the administrative level there is a significant amount of information sharing that goes on across Alaska. Collaborate on PD with Valdez
- **Tanana City School District - This year our district is aligning with Fairbanks on curriculum so that our students that go between the districts will have familiarity with the work when they transfer. This also helps us here at our one-site district not have to reinvent the wheel.**
- Kake - Teacher evaluation with 3 districts, use of shared services through SERRC

Shared Resources

- **Southwest Region Schools** - Bristol Bay Regional CTE program – partnerships with LPSD, BBBSD, and DCSD to provide CTE opportunities to students within the Bristol Bay Region that they would otherwise not have. **The results are dual credit opportunities, industry recognized certifications, employability skills, and confidence as students determine their career pathway.** DCSD & SWRS Migrant Summer School Programs – partnerships with DCSD to provide migrant summer school opportunities at three separate locations including fish camp at Lewis Point, fish camp at Clarks Point/Ekuk, and at Manokotak School
- **Dillingham City School** – shared instruction

Shared Resources

- **Sitka School District - We are part of a number of grants with other districts that support our district initiatives (e.g., CRESEL, PASSAGES).** (2) We have dedicated funds to support teacher professional learning both inside and outside of the district. Some teachers have used these funds to travel to other districts to see best practices in action. (3) Last year we offered professional leave for a specially trained teacher to travel to other SE communities to bring the Star Lab resource to them and to train their teachers.

Shared Resources

- **Bering Strait School District** - We collaborate on PD with Nome and there is the opportunity to do more broad based training via VTC. Google Hangouts, ext. would be a way for districts to train in more specific areas and possible smaller numbers of staff **to make the training more doable.**
- Valdez - Professional Development, mentoring of staff
- **Galena City School District** - regularly collaborates with YKSD on grants that are mutually beneficial. **The interior superintendents have begun to meet regularly looking at ways to leverage our monies by increasing our collaboration.**
- Kashunamiut School District - Student two-week programs are powerful and really extend our student opportunities.

Shared Resources

- **Delta/Greeley** - We partner with UAF and the trade unions to offer more vocational activities for our students. **We partner with the military to provide in school support as well as afterschool tutoring.** We have at times worked with FNBSD to provide special education related services providers. We share transportation costs for extracurricular activities with FNBSD when feasible.
- Denali School District - Held a joint in-service with Nenana, co-chaperone at events and sometimes coordinate student travel, we coordinate our contract service providers with Nenana to save on these expenses.

Shared Resources

- **Craig City Schools** – collaborated a lot with **administrative training on teacher evaluation with other southeast districts these past few years** and sponsored some training that others participated in at a thereby reducing costs. We support neighboring districts with buses and mechanics as we can and they have offered assistance to teach us how to recondition floors and other areas they have expertise in.
- **Klawock School District and Craig City Schools collaborate on Career technical education** for high school students. They have also done **joint in-services** with them and have other grants and resources shared with them and other island districts. Staff in Klawock and Craig **regularly collaborate on a variety of academic and other programs and trainings**. Superintendents in all of our island districts meet occasionally to see what else we can do to support each other, e.g. this week we brought a trainer to work with Klawock and Craig staff, he is staying for additional days to work with Hydaburg and that saves them travel costs.

Innovation

- Personalization effort through technology/Distance Delivery options for students
 - Statewide online Alaska Studies Credit Course (ASD & LKSD co-created) offered across the state to all of Alaska
 - Sesquicentennial project (ASD & Sitka)
 - **YKSD Raven is piloting a program now to provide courses to students who have aged out of the system who still desire their diploma.**
 - Strengthen early learning programs
 - Expansion of additional variable length boarding programs for career and college preparation (LKSD)

Innovation

- **KPBSD Innovations** would include our **hybrid high school in Seward** – the school has opened up its schedule to allow students the opportunity to be involved with internships in the community that earn high school credit as well as work in a digital café where they can interact with teachers online to complete courses that don't fit within a traditional schedule. We are also **expanding the use of video conferencing to connect classes across the district (large schools include small school students who would not have that course otherwise)** and across the world. We have had experts in physics, marine biology, government, history, and other sciences participate in multiple classes at the same time around the district. A recent example is a marine biologist who was diving in the great barrier reef with cameras and interacted with several of our classes during the dive. This led to discussions on ecosystems and what we are seeing in our lakes, rivers and Cook Inlet.
- Also, we have **partnered with other agencies with drones and bluff erosion mapping**. This has been significant because students are **getting to use technology while providing information on a big issue in our local area**.

Innovation

- **Fairbanks Innovation**— Three year personalized learning initiative district-wide. The driver is student achievement and teacher effectiveness. Technology will be leveraged as one tool to improve student achievement.
- Fairbanks planning to include online and distance delivery options for rural students, from more urban areas. Maybe with para support at the rural schools? Bandwidth, obviously, is an issue. Devices and technology support for devices, software, platforms, infrastructure, etc.
- **Delta/Greely - Four day school week could save money**

Innovation

- Kuspuk Distance learning programs that could be used by elementary as well as secondary students living in rural areas that are currently being educated with non-internet means
- **NSBSD** - Google classroom and partnering with local entities are an example of innovations that can be highlighted. This might include **native corporations**, local post secondary institutions and local businesses.
- NSBSD Distance delivery of core H/S classes. Possibly a chance to purchase seats from an organized program fitted to H/S students.
- Wrangell - Digital content delivery models
- Bering Strait SD - more on-line classes to give a teacher a full class of students in an area that otherwise would not be offered and other electronic methods of delivering instruction in order to keep students involved.

Innovation

- **Mat-Su** Allowing more opportunities for dual-enrollment in university and high school courses.
- **Mat-Su** Expand high school for the purpose of training students beyond year 12 to earn occupation credentials and certificates.
- Chugach - Coordinating efforts across districts instead of being in competition with each other.
- Alaska Gateway - On-line learning opportunities, UA system integration.
- Alaska Gateway - A standard dual credit process to provide dual credit to high school students. Some common curriculum shared voluntarily. Shared professional development activities.
- Nome - More regional training hubs throughout the state.
- Nenana City Schools - Learning Management Systems (LMS) in Nenana we use Canvas, resources for personalized learning

Innovation

- Ketchikan – **Alaska Digital Academy grants.** Kenai, Copper River and Kodiak are Digital Teaching Initiative grant recipients. They have formed the DTI Network and provide instruction to many other parts of Alaska.
- Ketchikan - virtual school
- St. Mary's - Use of technology to share quality programs between districts
- Yupiit - The Classbright educator evaluation system is relevant and very cost effective
- Tanana City School District - A state technology coordinator who will help district tech coordinate amongst themselves so that they can share resources and information to improve their district's use of technology.

Innovation

- **Sitka School District - Mentoring program** – both in terms of sharing mentoring training experts (e.g., online classes to develop competent mentors), as well as cross-district mentors/mentees. **For example, with only one 7th grade math teacher, partnering with another district's 7th grade math teacher mentor is very helpful**
- **Unalaska City School District - technology to deliver courses to schools with low bandwidth/high latency internet connections could potentially be a cost effective method of providing more course offerings**
- **Hoonah** - explored two school boards agreeing to share a superintendent next year
- **Galena City School District- CTE collaboration across districts. Sharing of students and facilities**

Opportunities

- What areas of innovation should be highlighted that you think could be scaled up to a state-wide basis without a significant increase in necessary revenue?
 - **ASD Creative scheduling** to capture PD time should be a top priority for sharing and for scaling up. This is a challenge that everyone faces, and perhaps regulations and policies can be adjusted to allow for more flexibility.
 - ASD i-school has served thousands of ASD students and could potentially serve others
 - We should explore digital access for all at a state level. Leverage numbers to reduce costs for devices and wireless.
 - Further explore innovative blended learning techniques and resources.
 - Explore formative assessment tools that can be used at the discretion of the classroom teacher to inform instruction rather than as a tool for evaluation.

Opportunities

- Statewide PD site run by DEED to advertise various opportunities across the state Statewide Subject Area Conference held yearly by DEED that gathers leaders in the different content areas to network and learn from one another (Which programs we are using? PD we offer? Resources we can share? Connections to others statewide)
- LKSD - Cultural and native language materials and instruction, Technology infrastructure and Erate systems,
- LKSD - State reading and math curriculum
- **Maintenance services out of Anchorage, Computer services out of Anchorage also.**

Opportunities

- Shared economic issues like health insurance. Add **health insurance pooling**, bus transportation, and coop purchasing.
- Fairbanks - Ongoing conversations with Interior superintendents. Very unique districts, all with different needs and different local control concerns. If the legislature could support a **PROCESS for consolidation negotiations** between local boards
- Dillingham City School – Statewide insurance
- Petersburg - Continued support of bandwidth and technology infrastructure to support distance course offerings and Flexible scheduling and technology options for rural districts.

Opportunities

- Fairbanks – Collaboration - shares everything we can (especially in the curriculum and professional development arena) with anybody who asks/needs help.
- Kuspuk - State developed resource learning platform that can be accessed by all teachers across the state.
- NSBSD - Instructors delivering classes to multiple rural districts via various methods.
- Alaska Gateway – scale up online learning...out of state learning
- Shared curriculum materials when there is a common curriculum...maybe a statewide clearing house with this information available.
- **Haines - Data management system needed at the state level**
- Haines- Host regional conferences in Juneau or other regional hubs instead of always to Anchorage. Too expensive for districts to travel the distance.

Opportunities

- Aleutians East BSD – Distance Delivery expanded
- Nome – Partnering with subcontractors - CTE
- Wrangell Public Schools - Development of common scheduling and regional sharing of CTE resources and Regional sharing of CTE resources
- **Ketchikan - consolidate back end functions - maintenance/business operations**
- St. Mary's - **common curricula**, we have statewide standards, why not look at a common curricula to teach the standards or at least English and Math
- St. Mary's – we should capitalize on purchasing power
- Yupiit - Shared business services. Shared HR services.
- Pelican - Robotics and drone licensing. These are areas where future jobs are waiting. 3D printer operation training is another area.
- Pelican - Vocational schools where more kids go for 4-10 weeks of concentrated instruction.
- Pribilof – Explore state wide health Insurance program/pool
- Southwest Region Schools - Sharing of information between departments in Juneau. Much of the information requested may already be warehoused in a different department. A global warehouse of information

Opportunities

- Southwest Region Schools - A state-wide CTE education pathway that prepares students to enter the workforce as a paraprofessional or enter college having completed college credits and basic competency exams required for a degree in education. This is critical to academic success for students in rural Alaska
- Tanana City School District – Communications between districts that is centralized but not required. We need a repository of basic resources so that new admin have a place to ask questions and get answers from experienced Alaska educators
- Sitka School District - Anything that supports districts in helping teachers shift from teacher-focused to student-focused classroom instruction (e.g., competency based education, makerspace learning, STEAM).
- Sitka School District - The world of CTE seems to be a perfect area for collaboration between districts. Perhaps have **regional hubs where resources and teacher expertise could reside for on-site, hands-on learning for specific periods of time**, and also provide on-going online learning supports. The RAD FAB grants Sitka has received previously were very effective and followed this construct.

Opportunities

- Sitka School District - We need a statewide micro-credential program to help move teachers along the innovation continuum. The micro-credential program needs to count for something when it comes to teacher re-certification. Maybe even have a state-wide Community of Practice around innovative teaching, with teachers involved committed to sharing their practices in social media in order to learn from and with each other in every corner of our state for the betterment of student learning. Perhaps also a similar system for administrators, and why not students, too!
- **Unalaska City School District - School calendars and daily schedules that maximize staffing and help to keep utilities' costs in check.**
- Chatham School District - Project-Based Learning as well as Personalized Learning and Professional Development sharing between like districts

Opportunities

- Iditarod Area School District - Partners to enhance CTE, and foreign language opportunities for remote sites and true personalized learning with anytime anywhere possibilities
- Kake - Sharing of Superintendent, accounting and maintenance services and project based learning and combining assets of districts while keeping some form of local control.
- Valdez – Collaborative CIP training, teacher exchange program.
- Lake and Penn – Distance Education, explore educational cooperative service agencies, would be nice to have a **state-wide directory of registrars / record keepers for each district. Dealing with transcripts and transfers every year is extremely time consuming.**

Opportunities

- Hoonah – Bring back Regional Resource Centers where shared district office personnel could be located. That way maintenance, for example could keep track of a region in Alaska. Shared District offices, Mid-size districts in a region working collaboratively with smaller districts.
- Hoonah – Share CTE, DO personnel, maintenance
- Kashunamiut School District - Failing schools and districts need better support. The SSOS program at a minimum. Montana is doing some innovative work with their reservation schools.
- **Kashunamiut** – share professional development, student institutes, Business managers, **joint fuel bids**
- Delta/Greely - Energy efficiency- solar, wind and biomass energy
- Craig City Schools - transportation sharing, increased usage of videoconferencing tools, collaborations when we need EED trainers on site.

Challenges

- Turnover
 - Teacher
 - Principal
 - Superintendent
 - Professional
- Broadband/Bandwidth
 - Lack of Infrastructure off the road system
 - Keeping up with evolving Technology
- Energy costs
- Transportation/Transportation Costs
- Increasing Health insurance Costs

Challenges

- Fairbanks - **Recruitment** for all positions. There are very few, if any in-state applicants for technical positions (administrative center types of jobs), and salaries are not high enough to attract quality candidates to an area with a high cost of living. We have ongoing **teacher vacancies** for the first time. We've hired almost every single candidate UAF has sent us. **Health care costs** continue to be an issue, although we were successful in our negotiations with all 3 bargaining units and have been able to move 40% of our employees to higher deductible plans. Keeping up with the demand for student devices is critical, but expensive, both in outlay costs and support costs.

Challenges

- **Limited Distribution Notice:** The following slides contains preliminary data and analysis, which were prepared by REL Northwest under the 2012-2016 contract for use by research alliance members. Though the Institute of Education Sciences (IES) of the U.S. Department of Education supported work related to this document, it has not been reviewed and approved by IES for public distribution due to its preliminary nature. In addition, the content of the document does not necessarily reflect the views or policies of the U.S. Department of Education nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. government.
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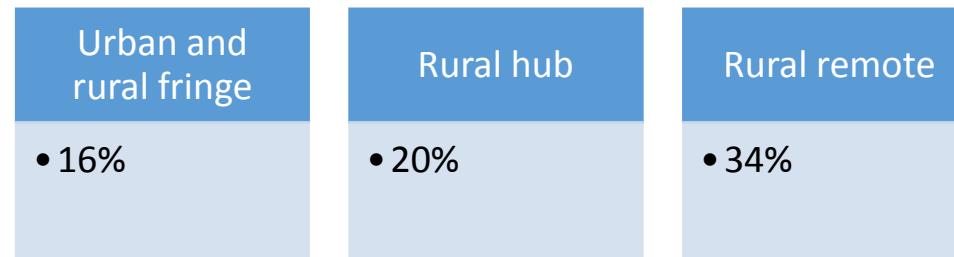
Alaska Profile

- Teacher characteristics

Staff new to their school

- 1,544 teachers
- 88 principals

21% of total



Alaska Profile

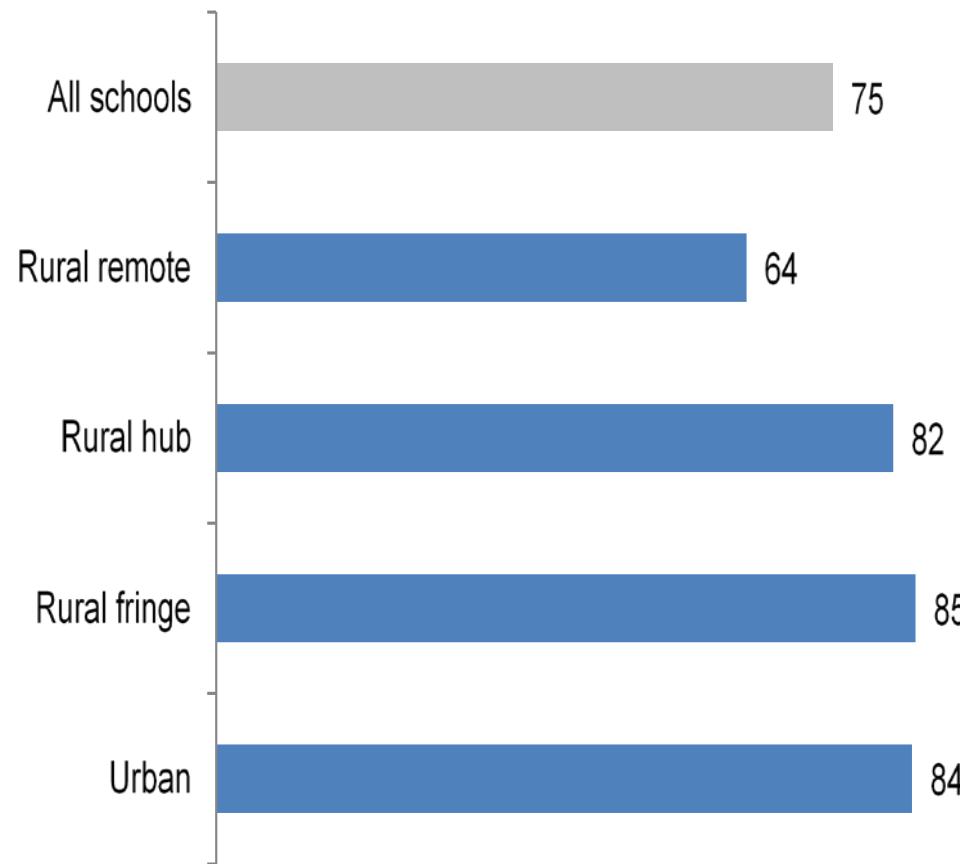
- Retention and tenure

Averages

- Teacher/principal tenure in their school *between 2012-13 and 2015-16*: about three years
 - At rural remote schools, about two years
- 20 percent of teachers and 26 percent of principals in 2015-16 had been in a new school the prior year

Alaska Profile

Figure 2. Retention rate of teaching staff members by school locale code, 2015/16



Source: Authors' analysis of data described in appendix B.

Superintendent Turnover

last update 9/29/09

Superintendents of Alaska

Alaska Gateway Schools Todd Prage	Aleutian Region Schools Joe Beckford	Aleutian East Borough Schools Phil Knight	Anchorage Schools David Comeau	Annette Island Schools Eugene Avery	Bering Strait Schools Jim Hickerson	Bristol Bay Borough Schools Jack Hatch	Chatham Schools Scott Butterfield	Chugach Schools Bob Crumley
Copper River Schools Michael Johnson	Cordova City Schools Jim Nigard	Craig City Schools James Thomas	Delta/Greytak Schools PJ Fort-Stack	Denali Borough Schools Kim Langton	Dillingham City Schools Diane Tropeit	Fairbanks North Star Borough Schools Nancy Wagner	Galena City Schools Jim Smith	Haines Borough Schools Michael Syer
Hoonah City Schools Steve Pine	Hydaburg City Schools Al Wenberg	Iditarod Area Schools Joe Banghart	Juneau Borough Schools Genn Gelbach	Kake City Schools Ralph Crossin	Kashunamut Schools Doug Conroy	Ketchikan Gateway Schools Steve Alawater	Klawock City Schools Bob Boyle	Kwethluk Schools Rich Carlson
Kodiak Island Borough Schools Stewart McDonald	Kuspuk Schools Brad Allen	Lake & Peninsula Borough Schools Ty Moise	Lower Kuskokwim Schools Gary Baldwin	Lower Yukon Schools John Lamont	Mat-Su Borough Schools Eric Cobhart	Neenah City Schools Eric Cobhart	Nome City Schools Jon Wende	North Slope Borough Schools Peggy Cowan
Northwest Arctic Borough Schools Norm Eck	Pelican City Schools Connie Newman	Petersburg City Schools Rob Thomson	Pribilof Schools Jamie Stacks	St. Mary's Schools David Herbert	Sitka Borough Schools Steve Bradshaw	Sitka Borough Schools (Interim) Les McCormick	Southeast Island Schools Lauren Burch	Southwest Region Schools Jack Foster
Tanana City Schools John Bania	Unalaska City Schools John Cowell	Valdez City Schools Lance Bowie	Wrangell City Schools Woody Wilson	Yakutat City Schools Rod Schug	Yukon-Flats Schools Woody Woodford	Yukon-Koyukak Schools Kerry Boyd	Yupit Schools Howard Diamond	Mt. Edgecumbe High School Bill Hutton
No Photo Available								
Yukon-Flats Schools Lance Bowie	Yukon-Koyukak Schools Kerry Boyd	Yupit Schools Howard Diamond	Mt. Edgecumbe High School Randy Hawk					

Last update: 09/10/13

Superintendents of Alaska

Alaska Gateway Schools Todd Prage	Aleutian Region Schools Joe Beckford	Aleutian East Borough Schools Douglas Conroy	Anchorage Schools Ed Griff	Annette Island Schools Eugene Avery	Bering Strait Schools Brett Agnew	Bristol Bay Borough Schools Bill Hill	Chatham Schools Scott Butterfield	Chugach Schools Bob Crumley
Copper River Schools Michael Johnson	Cordova City Schools Theresa Kiel	Craig City Schools Jack Walsh	Delta/Greytak Schools Duncan Ware	Denali Borough Schools James Easle	Dillingham City Schools Bill McLeod	Fairbanks North Star Borough Schools Pete Lewis	Galena City Schools Chris Reilan	Haines Borough Schools Michael Syer
Hoonah City Schools Angie Lunda	Hydaburg City Schools Lauren Burch	Iditarod Area Schools Scott Ballard	Juneau Borough Schools Glen Gelbach	Kake City Schools Kevin Shiley	Kashunamut Borough Schools Larry Parker	Kewa Peninsula Borough Schools Steve Awtar	Ketchikan Gateway Borough Schools Bob Boyle	Kwethluk Schools Rich Carlson
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Northwest Arctic Borough Schools Norm Eck	Pelican City Schools David Spence	Petersburg City Schools Rob Thomson	Pribilof Schools Connie Newman	St. Mary's Schools David Herbert	Sitka Borough Schools Suee Bradshaw	Sitka Borough Schools David Hobart	Skagway Borough Schools Joshua Coughran	Southeast Island Schools Lauren Burch
Tanana City Schools Theresa Adair	Unalaska City Schools John Cowell	Valdez City Schools Lisa Stoh	Wrangell City Schools Richard Rhodes	Yakutat City Schools Rod Schug	Yukon-Flats Schools Lance Bowie	Yukon-Koyukak Schools Kerry Boyd	Yupit Schools Howard Diamond	Mt. Edgecumbe High School Randy Hawk

A Photo A Day

If you have a picture to submit, please email acsa@alaskacs.org

Preparing Attracting Retaining Qualified Educators in AK

- From 2012/13 to 2015/16 -
- 32 of 54 districts saw at least one new superintendent – **59%**
 - 2 districts with 3 new superintendents
 - 13 districts with 2 new superintendents
 - 17 districts with 1 new superintendent

ACSA's Mission: Leadership, Unity and Advocacy for Public Education



For More Information

Elizabeth Skiles Parady, J.D., Ed.D.

Executive Director

234 Gold St., Juneau, AK 99801

telephone [907-586-9702](tel:907-586-9702)

direct [907-364-3889](tel:907-364-3889)

fax [907-586-5879](tel:907-586-5879)

email lparady@alaskaacs.org

@lparady1 *web* alaskaacs.org

